

SW Region's "Eye on Training" is on

EFFECTIVE LEADERSHIP

Beginning with Self-Assessment

Ready, Set, & Lead the Way!

2006 has promised to be a year full of robust changes and challenges. Some of the many challenges that we are meeting head-on include the extensive training requirements in preparation of the National Security Personnel System (NSPS) implementation, and the execution of Army-wide transformation of the Civilian Education System. The need for trained, caring, innovative leaders in our Army environment has never been greater – effective leaders who are adaptable to change will be essential to implement and support these vast and forthcoming changes.

Follow the Leader!



*If you don't have followers –
You may not be the leader.*

What makes a good leader?

There is not one specific skill or quality that makes a leader effective. Technical knowledge and skill competency is important, but may not help a leader to be influential. It is vital that a leader communicates well, respects and appreciates diversity, and most importantly leads by example. A leader in today's Army environment needs to be flexible, responsible, and accountable. They also must know how to inspire and motivate their employees to accomplish the mission requirements. An effective leader can lead and encourage a group of employees to work as a solid, cohesive unit.

Climb Every Mountain!



"Leadership and learning are indispensable to each other."

John F. Kennedy

The good news is that Leadership can be learned! John F. Kennedy wrote in a speech prepared for delivery in Dallas the day of his assassination, November 22, 1963, "Leadership and learning are indispensable to each other." How do you begin in building your leader foundation? It would be beneficial to start with the newly released [Civilian Leader Improvement Battery \(CLIMB\) Assessment Tool](#) to assess and evaluate your leadership skills, traits, and strengths. Choose a supervisor (past or present) or a mentor (someone with a ".mil" email address) to participate with you in this two-part assessment. This web-based tool is voluntary, measures 27 leadership competencies and 6 personal characteristics, and the results are strictly confidential. CLIMB is an excellent resource that provides tailored feedback reports to help interpret the results, recommends specific training, and generates an Individual Development Plan. The CLIMB assessment tool is highly recommended for Army employees who are interested in further developing skills to enhance their leadership competencies.

"A sense of humor is part of the art of leadership, of getting along with people, of getting things done."

Dwight D. Eisenhower

Customer Feedback

Your feedback and comments are valuable to us.



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